

**KALZ(FM), KBOS-FM, KFSO-FM, KHGE(FM),
KRZR(FM), KSOB(FM), KCBL(AM), KRDU(AM), KEZL(AM)¹**

**PUBLIC FILE REPORT
August 1, 2008 – July 31, 2009**

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Market Controller	1, 2, 4, 5, 7, 10, 11, 12, 14, 17, 19, 20, 21, 22, 23, 24, 28, 29, 30, 34	20
Account Executive	1, 2, 4-15, 18-36	36
Credit and Collections Manager	1, 2, 4, 5, 10, 11, 12, 14, 16, 17, 19, 20, 21, 22, 23, 24, 25, 27, 28, 29, 30, 34	20
Promotions / Marketing Director	1, 2, 4, 5, 10, 11, 12, 14, 19, 20, 21, 22, 23, 24, 28, 29, 30, 34	14
KSOB Mid-day On-Air Personality	1, 2, 4, 5, 7, 10, 11, 12, 14, 19, 20, 21, 22, 23, 24, 28, 29, 30, 34	14
KFSO Production Assistant	1, 2, 4, 5, 7, 10, 11, 12, 14, 19, 20, 21, 22, 23, 24, 28, 29, 30, 34	20
Director of Sales	1, 2, 4, 5, 7, 10, 11, 12, 14, 19, 20, 21, 22, 23, 24, 28, 29, 30, 34, 36	20
Account Executive	14, 20, 27, 32	20
File Clerk	1, 2, 4, 5, 6, 10, 11, 12, 14, 19, 20, 21, 27, 28, 29, 30, 34	20

¹ KEZL(AM) joined the Fresno, CA SEU as of this reporting period.

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MASTER RECRUITMENT SOURCE LIST

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Able Industries 8127 Ave. 304 Visalia, CA 93291 Attn: Mallory Lowe Phone: (559)651-8150, Ext 132 Fax: (559)651-0357	Yes	0
2	Alice967.com (<i>station website</i>) Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Maria Moreno-Townsend Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	0
3	Allaccess.com All Access Music Group 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310)-457-6616 Fax: (310)457-8058	No	0
4	B95forlife.com (<i>station website</i>) Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Maria Moreno-Townsend Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	2
5	BigCountry1027.com (<i>station website</i>) Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Maria Moreno-Townsend Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	California State University Fresno (also posted on Bulldogjobs.com) Career Services Office 5241 North Maple Avenue Fresno, CA 93710 Phone: (559)278-2381 fscareerservices@cvip.net	No	0
7	Cabroadcasters.org California Broadcasters Association 915 "L" Street, Suite 1150 Sacramento, CA 95814 Phone: (916) 444-2237 info@cabroadcasters.org	No	0
8	Careerbuilder.com 4301 N. Scottsdale Rd, 1 st Floor Scottsdale, AZ 85251 Contact: Jen Maggart Jennifer.maggart@careerbuilder.com	No	0
9	Cchcc.net 2331 Fresno St Fresno, CA 93721 (559)495-4817 Contact: Lorena Martinez	No	0
10	Central California Hispanic Chamber of Commerce Lorena Martinez 2331 Fresno Street Fresno, CA 93721 Phone: (559)495-4817 Fax: (559)495-4811	No	0
11	Centro La Familia Job Bulletin 2014 Tulare St., #717 Fresno, CA 93721 Fax: (559)237-2968	No	0
12	Chicano Youth Center 50 North Calaveras Fresno, CA 93721 Attn: Alfonso Phone: (559)497-8552 Fax: (559)497-5527	No	0
13	City of Fresno Mayor's Job Fair (see Section III) Contact: Darryl Du'Chene 2600 Fresno Street Fresno, CA 93721 Phone: (559)621-8000 Fax: (559)498-5535	No	0
14	Clear Channel Website Clearcareers.com	No	7
15	Craigslist Craigslist.com/Fresno	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
16	Credit Managers Association 40 E. Verdugo Ave. Burbank, CA 91510-7740 Phone: (818)972-5300 Creditservices.org	No	0
17	Craig AlumNET News (CSU Fresno) Fresno State Alumni Association Smittcamp Alumni House 2625 East Matoian Way Fresno, CA 93740 Phone: (559)278-2586 Fax: (559)278-6790 debbiey@csufresno.edu.com	No	0
18	DeVry University 7575 N. Fresno St Fresno, CA 93720 (559)439-8595 Attention: Career Services	No	0
19	El Conciliar Emigration Project 1532 Fresno Street Fresno, CA 93706 Phone: (559)485-3951 Fax: (559)485-3951	No	0
20	Employee Referral	No	15
21	Foxsportsradio1340.com (<i>station website</i>) Fox Sports Radio 1340 & 1400 Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Maria Moreno-Townsend Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	0
22	Fresno Area Hispanic Chamber of Commerce 1456 W. Shaw Ave. Fresno, CA 93711 Phone: (559)222-8705 Fax: (559)222-8706	Yes	0
23	Fresno City College Career & Technology Center 1101 East University Avenue Fresno, CA 93704 Attn: Marcie Braggs Phone: (559)486-0173 Fax: (559)264-1156	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
24	Fresno County Economic Opportunities Commission 1920 Mariposa Mall Fresno, CA 93721 Attn: Frances Rodriguez Phone: (559)263-1100 Fax: (559)263-1187	No	0
25	Heald College 255 W. Bullard Fresno, CA 93704 Contact: Jena Torres (559)438-4222 Jena_torres@heald.edu	No	3
26	Institute of Technology (Entitled Source for web & graphic vacancies only) 564 W. Herndon Ave Clovis, CA 93612 Attn: Kate Turpin Phone: (559)326-1801 Fax: (559)326-4361	Yes	0
27	On-air announcements (all SEU stations) Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Contact: Maria Moreno-Townsend Phone: (559)230-4300	No	3
28	Krdu1130.com (station website) Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Maria Moreno-Townsend Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	0
29	Krzzr.com (station website) Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Maria Moreno-Townsend Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	0
30	Lapreciosa.com (station website) Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Maria Moreno-Townsend Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
31	National University 20 River Park Place West Fresno, CA 93720 Attention: Career Services (559)256-4900	No	0
32	Non-employee Referral	No	10
33	San Joaquin Valley College 295 E. Sierra Avenue Fresno, CA 93711 Attn: Tom Janecek Phone: (559)448-8282	No	0
34	Softrock989.com (<i>station website</i>) Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Maria Moreno-Townsend Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	0
35	University of Phoenix 8355 N. Fresno St. #200 Fresno, CA 93720 (559)451-0334 Phoenixalumni.com	No	0
36	Unknown *	No	7
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			48

* These interviewees did not adequately identify the Recruitment Source upon inquiry.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	<p>On September 18, 2008, Clear Channel Radio Fresno participated in the “City of Fresno Mayor’s Career and Educational Expo.” It was held in the Exhibit Hall at the Fresno Convention Center in Fresno. Participants from Clear Channel Radio Fresno included our Director of Human Resources and General Sales Managers of KALZ-FM, KHGE-FM, KBOS-FM and KRZR-FM.</p>
2	Participate in Job Fair	<p>On April 2, 2009, Clear Channel Radio Fresno participated in the Clovis West High School Career Fair at Clovis West High School, 1070 East Teague Avenue in Fresno. Participants from Clear Channel Radio Fresno included our Director of Human Resources and the Program Director of KBOS-FM, KFSO-FM, KCBL-AM and KEZL-AM.</p>
3	Internship Programs	<p>Clear Channel Radio Fresno has a very successful on-going Internship Program. All of the interns in our Radio Internship Programs are registered students and receive academic credit from their university, community college, trade school or high school.</p> <p>During our Fall 2008 Radio Internship Program Fifteen (15) local students participated.</p> <p>During our Spring 2009 Radio Internship Program Ten (10) local students participated.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On October 16, 2008, our management level personnel attended HR Manager Training in Santa Cruz, California. The eight hour session was facilitated by Rene Zabel and Gloria Nelson and included training in the areas of Discrimination and Harassment, Performance Management, Interviewing and Recruiting, Leave of Absence, and Motivation and Recognition. Attending from the Clear Channel Radio Fresno SEU were our Market Manager, Operations Manager, Market Controller, Director of Human Resources, Director of Sales and Chief Engineer / IT Director.